

# AQAU-CWA Bargaining Update #40

5/5/26, 5/8/26, 5/12/26

**Proposals** (Black are proposals that were discussed, Green are proposals that were newly introduced, Blue are proposals we have Tentative Agreements (TAs) on, Red are proposals that the company has rejected with reason provided.)

**Professional Development Plan** - We reached a tentative agreement on a program to help workers who wish to pursue professional development, whether that is within QA or if they would like to learn about other departments. Notably, this provision would permit time during the work day to review training material.

**Transferring Within the Bargaining Unit** - We finalized language for changing positions within the bargaining unit. Initially the company wanted to consider anyone who changed positions within the bargaining unit to be under a qualification period, but we were successful in having that removed from the language.

**Schedules and Hours** - After several back-and-forth discussions on this topic, we reached a tentative agreement, finalizing a flexibility provision for workers who may need to come in a little later or leave a little early. The language also defines the standard work week, unpaid meal period, and alternative work schedules (4x10s).

**Medical, Dental, Vision and other Benefits** - We added a section pertaining to changes to contributions into the HSA/FSA programs and are continuing negotiations on these benefits.

**Retirement Security (401k)** - The company's initial response to our proposal was to reduce the match from 100% to 5%. However, we have responded by maintaining the same 100% match as before.

**Holidays** - Our most recent proposal includes fixed recognized holidays, flexible holidays, maintains the Holiday Break, and language that counts this time as hours worked for the purpose of overtime calculation during the week.

**Leaves of Absence** - The company proposed splitting off Vacation from this article to be bargained separately. The union responded in concurrence with a proposal that includes current LOA policies being maintained, and protections for retaliation and discrimination.

**Reductions in Force** - We passed a proposal that provides for VSP opportunities or severance payments in the event of a layoff. Included is language about bringing the work back in house from third-party entities and advanced notice of layoffs.

# Commentary

We appreciate the support for the Microsoft-wide mobilization to demand the company bargain with us in good faith. Not only were we able to secure more dates for bargaining, we also had more productive discussion at the table with the company. There is still more to negotiate, and we can always use more time at the table to get this first contract done.

# Bargaining Dates

The next bargaining dates are June 18th and 22nd.

In Solidarity, Your Bargaining Committee:

Colin Wescott Committee Chair

Andrew Snell 7250 Alex Doblado 6215 Chad Perkins 7250 Emily Danko 7250 Eric Castillo 9400	Ira Piros 7250 Julian Pecino 6215 Jenna Huffman 6215 Michelle Richardson 7250 Reginald Small 6215
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# Number of Proposals

We have a total of 54 proposals, 23 of which are currently on the table, and 31 that we have tentative agreements on. If anyone would like a brief explanation on what these proposals are about, please reach out to a bargaining committee member.

Proposals On The Table	Tentative Agreements (TA)
<p><b>Green</b> - New Proposal  <b>Purple</b> - AQAU (6)  <b>Orange</b> - ABK/MSFT (17)</p>	<p><b>Bold</b> - New TA</p>
<p>Performance  Successorship  Length of Service (aka Seniority)  Artificial Intelligence  Emergency Safe Haven  Scheduling UPTO  Reductions in Force  Overtime  Shift Differential  Management Rights  Hybrid Work Model  Health, Dental, Vision and other Benefits  Holidays  Health Time  Agency Claims  Expedited Dispute Resolution  Transferring Within the Department  Leaves of Absence  Vacation  Employee Stock Purchase Plan  Retirement Security  Job Titles  In-Office Food and Drink</p>	<p>Dignity &amp; Respect  Contract Application  Savings Clause  Union Security  Labor Management Committee  PAF Contributions  Union Activities  Workplace Integrity Training  Workplace Integrity Standards  Grievance &amp; Arbitration  Tuition Reimbursement  Business Expenses  Discipline  Disability Accommodations  Voluntary Resignation Procedure  Scheduling Vacation  Safety &amp; Health  Professional Development: Feedback  Parental School Leave  Qualification Period  Social Media  Unplanned Closings  Individual Creative Work  Out-of-Title Work  Recognition  Immigrant Workers Rights  Transferring Out of the Department  Crediting  <b>Professional Development Plan</b>  <b>Schedules &amp; Hours</b>  <b>Transferring Within the Department</b></p>